

The Middlesbrough Achievement Partnership Priority Action Plan: *Priority 3*

Strategic priority	To develop a bespoke careers and employability offer in Middlesbrough
Aim	<p>To co-ordinate an careers and employability offer in Middlesbrough</p> <p>To ensure children and young people have a comprehensive CEIAG offer</p> <p>To support the development of links with employment sectors and agencies</p>
Diagnosis and position statement	<p>Evidence indicates that four engagement intervention activities with employers increases attainment levels. However, the Careers and Enterprise Company's (CEC) research paper 'the state of the nation' (October 2017) states that the current careers provision in schools typically falls short of standards set by GATSBY Benchmarks. 20.6% of schools are not achieving any benchmarks and on average schools are only meeting 1.87 (out of 8) of the benchmarks.</p> <p>The most recently published Department for Education documents: 'Careers Strategy: making the most of everyone's skills and talents' (December 2017) and 'Careers guidance and access for education and training providers' (January 2018) provides clear guidelines and timeframes to meet the statutory requirements in relation to effective and impartial careers advice and guidance. It reinforces the role Ofsted will take in monitoring careers education in schools and FE providers. Also, the Department for Education stress the importance of using destination data in this process.</p> <p>There is some work to do in Middlesbrough and there are some very effective tools and tracking systems such as Compass which can be used as an effective mechanism to provide a confidential report on how schools compare to the Gatsby benchmarks. This tool does not appear to be used consistently across the area.</p> <p>Poor sharing of destination data is also problematic, the current NEETs figure for Middlesbrough is 6.3% compared to 4.25% nationally. Also, the sharing of transition data could result in extending and identifying the support children and young people need to move onto the next stage of their educational pathway effectively.</p>
Key Development Areas	<ul style="list-style-type: none"> • Development of a Middlesbrough Careers Guidance Guarantee • Successful audit of current provision to identify local good practice, avoid duplication and identify gaps in practice • Research existing good practice • All schools making significant progress in meeting the 8 Gatsby benchmarks • All schools to sign up to the TVCA Enterprise Adviser Network and complete the CEC Compass Tool and Tracker. • Development of a Careers Advisor Network • Development of an annual Careers 'Sharing good practice' event. • Support Governors, SLT and staff in schools to ensure that careers advice and guidance meets the national quality benchmark

	<ul style="list-style-type: none"> • Engagement of more employers/industrial links • Development of a Middlesbrough Calendar of Events • Development of a Careers and Employability Portal for all Middlesbrough Schools • Ensure all parents/young people make informed career choices through having the relevant information • Improvement in data sharing to identify destination/potential NEETs and enhance transition process
Links to other MAP groups	<ul style="list-style-type: none"> • Transition • Careers and Employability • Parental and family engagement
Key Performance Indicators (Year 1)	<ul style="list-style-type: none"> • Careers Advisor Network established to support school staff to deliver high quality careers information, advice and guidance • Increased level of schools achieving Gatsby Benchmarks • Implementation of online digital platform for young people in secondary schools to showcase skills and abilities
Resources	<p>Funding:</p> <p>Year 1 & 2 - £10,000</p> <p>Year 3 - £5,000</p>
Evaluation Methods	<p>A range of evaluation methods will be used to measure impact of MAP intervention. These include:</p> <ul style="list-style-type: none"> • Data • Evaluation Forms • Case Studies • Parent/Child Voice • Partner Feedback

Key Actions and Impact		Responsible	Timeline			RAG rated progress			Progress/Review Comments
			Year 1	Year 2	Year 3	Yr 1	Yr 2	Yr 3	
3.	Careers and Employability								
3.1	Carry out audit of existing provision.	TVCA	√						
3.2	Develop a one-stop bespoke offer to schools following audit to support meeting the new statutory guidance in line with proposed timeframes.	TVCA/MAP delivery Group	√						
3.3	Increase the number of schools who sign up to the TVCA Enterprise Advisor Network to facilitate the meaningful interactions with employers.	MAP	√						
3.4	Support schools to meet Gatsby benchmarks –new statutory guidance published in January 2018 setting out how to meet benchmarks.	TVCA/MAP	√	√	√				
3.5	Support Governor and senior leaders through CPD sessions in respect of the new statutory guidance and School Inspection Framework.	MAP	√	√	√				
3.6	Development of a Careers Leader Network.	School CEIAG staff/TVCA/ Careers Service/MAP	√						
3.7	Promote new Government guidelines to schools to maintain awareness of statutory requirements and maintain updates through email, MAP update and careers leaders network.	School CEIAG staff/TVCA/ Careers Service/MAP	√						

3.8	Development of an annual careers leader advisor event to share good practice, provide support and statutory updates.	MAP/All	√	√	√				
3.9	Development of a Careers and Employability section of MAP website for all Middlesbrough schools. Ensure schools are aware of Careers and Employability portal, using the National Careers Website once launched to support CEIAG in their School. This will include an improved and interactive course directory from Oct 2018.	TVCA/MAP	√ √						
3.10	Ensure schools receive new careers statutory guidance when it is published by DfE. https://www.gov.uk/government/news/careers-guidance-for-modern-country-unveiled https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf	TVCA/MAP	√						
3.11	Development of a Careers and Employability bespoke support for both primary and secondary schools.	MAP/TVED	√	√	√				
3.12	Offer of support to embed CEIAG in lessons and subjects – mapping CEIAG opportunities in curriculum areas/ subjects overseen by Careers Leader in school to ensure young people get an excellent programme of advice and guidance.	Delivery sub-group/MAP		Pilot √	Roll-out √				

3.13	Promote Effective sharing of data and information by schools to support the September guarantee.	All Schools/MAP/LA	√	√	√				
3.14	Set up a pilot to explore sharing information at the key transition points KS4-KS5	MAP/UCA/Macmillan/FE providers	Pilot √	Roll-out √	√				
3.15	Development of post-16 transition protocol-and CPD for schools following evaluation and analysis of the pilot.	All schools	Pilot √	Roll-out √	√				
3.16	Pilot Global Bridge as a digital CV and engagement of employers.	Volunteer schools/MAP	Pilot √	Roll-out √	√				
3.17	Support for parents/carers supporting children in progression to the next key educational phase.	TVCA/MAP/Volunteers?		√					